

## Article - State Government

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§20–1203.

(a) This section applies only in Baltimore County.

(b) In accordance with this section, a person that is employed by an employer with fewer than 15 employees and that is subjected to a discriminatory act prohibited by the county code may bring and maintain a civil action against the employer that committed the alleged discriminatory act for relief as provided under subsection (d) of this section.

(c) (1) An action under subsection (b) of this section shall be commenced in the Circuit Court for Baltimore County within 2 years after the occurrence of the alleged discriminatory act.

(2) Subject to paragraph (1) of this subsection, an action under subsection (b) of this section may not be commenced sooner than 60 days after the aggrieved person files a complaint with the county unit responsible for handling violations of the county discrimination laws.

(d) (1) In a civil action under this section, the court may award the prevailing party:

- (i) injunctive relief;
- (ii) compensatory damages, including back pay; or
- (iii) both injunctive relief and compensatory damages.

(2) A prevailing party may not be awarded punitive damages under this section.

(3) The court may award the prevailing party reasonable attorney's fees.

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